

EQUAL OPPORTUNITIES POLICY

Introduction

The Business Academy Bexley is committed to the principle of equality of opportunity for all in employment and service delivery. We take pride in our increasingly diverse community and all the cultural richness that it brings with it. This statement outlines our commitment to the Equality of Opportunity. It sets out our intention to create an environment in which everyone in the Academy can take full part in the social, cultural and economic wealth of the Academy. It also sets out our commitment to promote equality and diversity among our staff.

Our vision

We want to see a strong spirit of community cohesion, social inclusion and good race relations in the Academy. The Academy recognises that certain groups in the society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation, age or other minority status. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the community we serve and our workforce. We will continue to develop and promote policies and systems that make sure that our workforce are not unlawfully discriminated against.

How will we deliver our commitment?

We recognise the value of diversity within our workforce and the contribution made by people from different backgrounds. We are committed to ensure that our services meet the varied and complicated individual needs of people living and working in the Academy. We will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the Academy.

Our commitment is supported by a legal duty to provide all services and employment opportunities fairly, without unlawful discrimination. We believe we have a strong moral and social duty to recognise that unlawful discrimination takes place and to take steps to challenge prejudice and discrimination and promote equality.

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce. This will be achieved by:

- Implementing the Race Relations Code of Practice in employment;
- Developing a workforce which reflects the community at all levels;
- Ensuring all our recruitment is on open, fair and competitive basis;
- Making sure that all employees understand their responsibilities under this statement;
- Making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation;
- Developing and promoting policies which give everyone equal access to employment and opportunities;

- Setting performance targets so we can measure our progress;
- Encouraging all employers in the Academy to work towards creating a diverse workforce and eliminate discrimination.

With the help of feedback from our students and employees, we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies. If our monitoring reveals any gaps in our policies, we will take necessary action.